

## WHY DO YOU REFEREE?

Give back to the game that gave me so much.
I was encouraged by my school.
Love of the game, children play, want to give something back after playing rugby, belief that my skills allow for great rugby to be played
Physical fitness, love of the game, use to play so want to stay involved.
- to keep fit - to assist others - it is mostly enjoyable
I wanted to follow in my father's footsteps and help the kids to have fun.
To coach new referees and to maintain my association with the ACTRRA .
Because I can't play anymore
I do it because I want to give back to the community and I love the game of rugby.
To help out. To gain rugby experience.
To learn more rules
because i love the game more insight to the referee side of the game to feel what referees feel in the middle of the field with pressure
I believe refereeing is a great way to spread rugby throughout the community whilst also helping do develop skills in players.
Fun, fitness, love for the game and community service to enable youngsters to have fun and exercise..
To give back to the game and to help juniors enjoy safe Rugby
To give back to the game and to develop my knowledge of skills as a rugby player
to build my knowledge of the game and provide a service back to the rugby community
I like rugby
Enjoy the game and this gives me a means to be involved at my age.
i referee to get a better understanding of the game. and to give juniors an opportunity to play organised rugby in a safe environment.
because i have always played and always wanted to ref
Because I enjoy what I get out of it and it helps my knowledge of the laws for when I play
To help provide a safe and fair environment for young players to learn and enjoy rugby
To get some pocket money
To be involved in rugby and also to earn money.
I Referee Coach because I enjoy it and feel I have something to offer Referees in developing their game
because I love the game and it keeps me involved in the game
To improve my understanding of the game
To have fun
Keep fit, give something back to the community, remain involved in rugby
To help serve the community, and to make some money.

I enjoy the challenge.
Community involvement and fitness.
I like to be actively involved in Rugby as it is my favourite sport. Also, want to be full time career.
I coach referees because of a long standing involvement with the game bothg as a team copach , a referee and a referee coach. I feel that I can offer some guidance to referees who are just embarking on a refereeing career
To learn more about the game and to earn money
enjoyment and to assist with providing an official for junior matches
I coach junior refs. We owe it to these young people and their parents to help them. to start out properly. Also to clubs and schools to improve the standard of refereeing.
learn the rules more and the money
For the enjoyment of the game Money It is fun
To learn more about the game and help and give back to the game I enjoy playing
To be involved in the sport.
I love the game, but decided I get more satisfaction refereeing more then playing
Because I want to give back to my club.
RETIRED DUE TO AGE
For fun. I also feel I owe something back to the game having played it for so long.
enjoyment
I order to change the stigma by referees against Eddies and enjoyment!
support the game and my son
To understand rugby laws better
I love rugby, but got injured playing, so this is the next best thing.
Because i enjoy it
giving back to the community and bit of exercise.
To keep involved in the game and to maintain some fitness.
Fitness, enjoyment of rugby, so I know more whilst playing and spectating
To give back to the game; learn more about the game and rules as a player; keep fit and healthy
To give something back to the game that I played for quite a number of years, also to stay in contact with all the friendships made throughout the years, for fitness, but mainly because I enjoy it and it is the best place to watch the game from
Enjoyment
To put back into the game & to enjoy the experience as a hobby.
Referee Coach: to assist younger or less experienced referees reach their goals and the enjoyment of seeing them achieve their goals
Because I enjoy participation in the game of rugby.
Help out sport that I love to play
To stay involved in the game. Every game needs people prepared to go that extra mile and put their hands up to take an active role. Unfortunately, not enough are prepared to.
I enjoy the involvement with the game, the fitness aspects. It's 'my sport'.

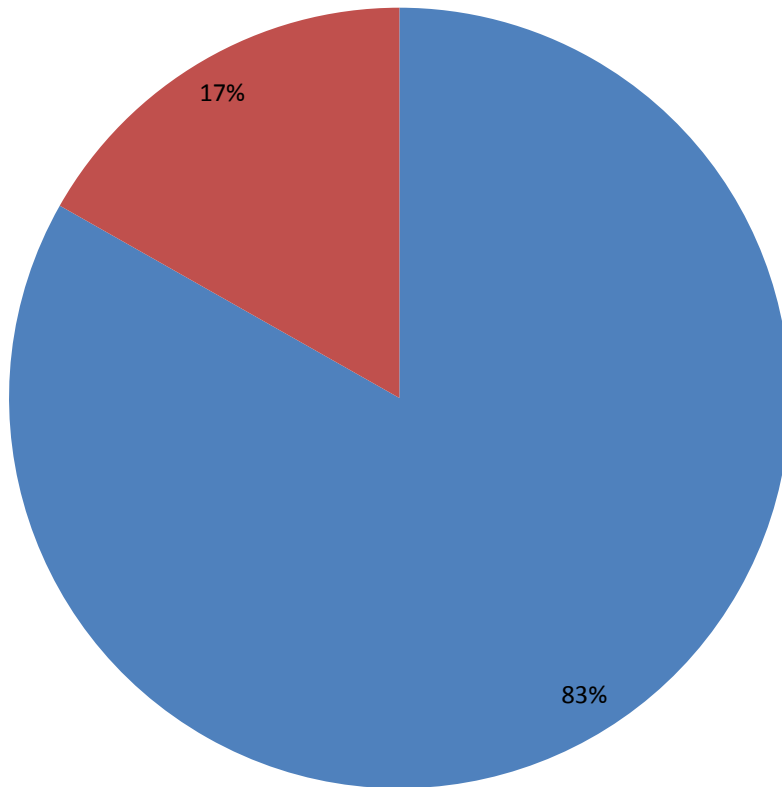
The fun and enjoyment of the game, and to ensure that the game is able to continue through having people willing and committed to performing week by week.
Because I enjoy the sport and refereeing is enjoyable and challenging.
I referee because it affords me multiple benefits. Seeing as I no longer play rugby but continue to enjoy the game, refereeing is a good way to stay involved in the sport through the medium of involvement in my community. I value the opportunity to work in a team environment, and gain personal satisfaction from successfully working and engaging with players. Refereeing is also a good way to stay active without it seeming too much like exercise.
I love the game and the opportunity it provides for the social and personal development of young people.
to support schoolboys enjoyment with the game. to maintain a commitment to the game. While senior/semi professional and students might benefit from payment, payment or not would not change my intention to participate
Because I love rugby.
My son referees, not me.
Because I enjoy it
I enjoy it. But it also helps because I can make a little bit of money.
i started to assist in lack of numbers. i now get a certain amount of enjoyment and hope to assist in raising the numbers in rural centres.
we are short of refs in the country
love the sport
Because I love rugby union, teaching and supporting others and it's good for fitness.
Because i believe i have potential to become a good referee as not only a hobby but as a job in future.
Give back to the sport
To help out with Juniors, to stay involved, for enjoyment.
Fitness, love of the game, and who else will do it?
To stay fit, contribute to the development of the game and to see the game evolve and develop in the ACT.
Give back to the community Fitness and health Social network for training
Because it's fun and it's good to get involved with the rugby community
Because I enjoy teaching younger kids how to play rugby.
Mum makes me
Love the game, keeps me engaged in grass roots rugby, a fun way to spend a couple of hours on weekends.
my love for the game
Don't referee any longer (age has caught up with me) but still keep involved.
To keep fit, to socialize, and because I enjoy the game.
To remain fit, as well as being involved with Rugby. I enjoy the challenges that being a referee entails.
for the enjoyment of rugby union

its fun and a great way to stay involved in rugby
For the money
To put something back into the game. Referreeing also allows me to also influence each game so players can enjoy the game as much as possible.
I love giving back to the game and making it an enjoyable event!
greater understanding of the game, and improvement of my own game
get exercise, get paid, get a better understanding of the game, get community service at school
Stay Involved in Rugby. Fitness. Good escape.
To give back to the game and ensure juniour games are conducted safely.
Enjoyment, to be part of the rugby environment.
The enjoyment and to be part of a great game.
Enjoyment, currency with the game and the love of it. Rugby has been part of my life for 40 years. I have friends and associates over the world through Rugby and refereeing. You have not given a choice on question 2.
Because I enjoy it, and it gives me a purpose to stay fit and active. Originally it was to be involved in rugby as my son plays.
because i enjoy it and it gives me something to do and i get paid for it
It's enjoyable
I want to contribute to the sport
Very rewarding and satisfying activity.
for money
To Gove back to Rigby and keep fit
Because I enjoy it.
To give back to the game . To try to improve the quality of refereeing, and thereby the players, and thereby the game locally.
To be involved in rugby
Enjoyment, the challenge, fitness, assisting the community
Love it. A bit of control, but mainly doing my best to ensure that games don't turn to custard and that they are played fairly.

## SHOULD REFEREES BE PAID?

### Should Referees Be Paid?

■ Yes ■ No

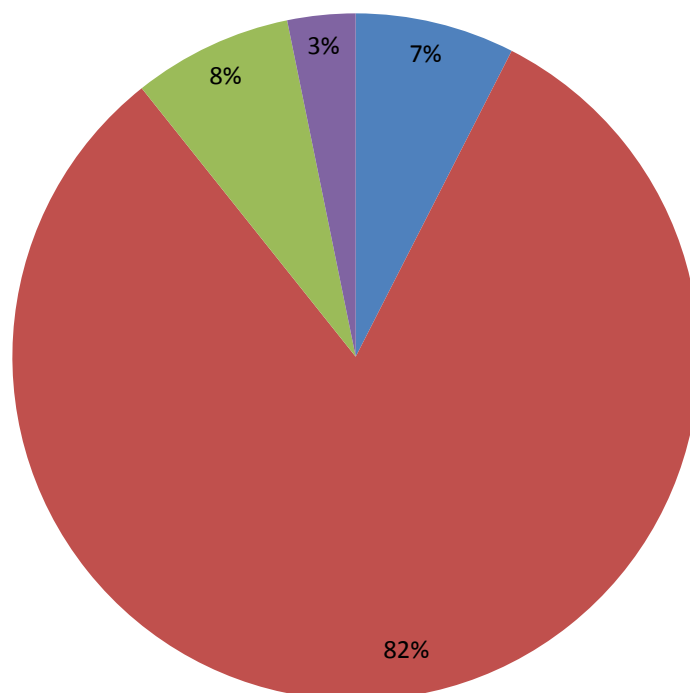


## YOU ANSWERED THAT REFEREES SHOULD BE PAID

Please select the statement that you agree with the most:

### Please select the statement that you agree with the most:

- ONLY Referees who are students should be paid per match
- ALL referees (adults, juniors, students) should be paid per match
- Referees should be reimbursed for travel within Canberra INSTEAD of match payments
- Referees should receive discounted Brumbies merchandise/tickets/memberships INSTEAD of match payments



#### Other (Please Specify)

Referee coaches should be paid

all referees should get paid and receive discounts on brumbies merchandise/tickets/memberships

Referees should also receive discounted CA Brumbies games/merchandise etc.

Referees should received Brumbies season tickets, not discounted ones.

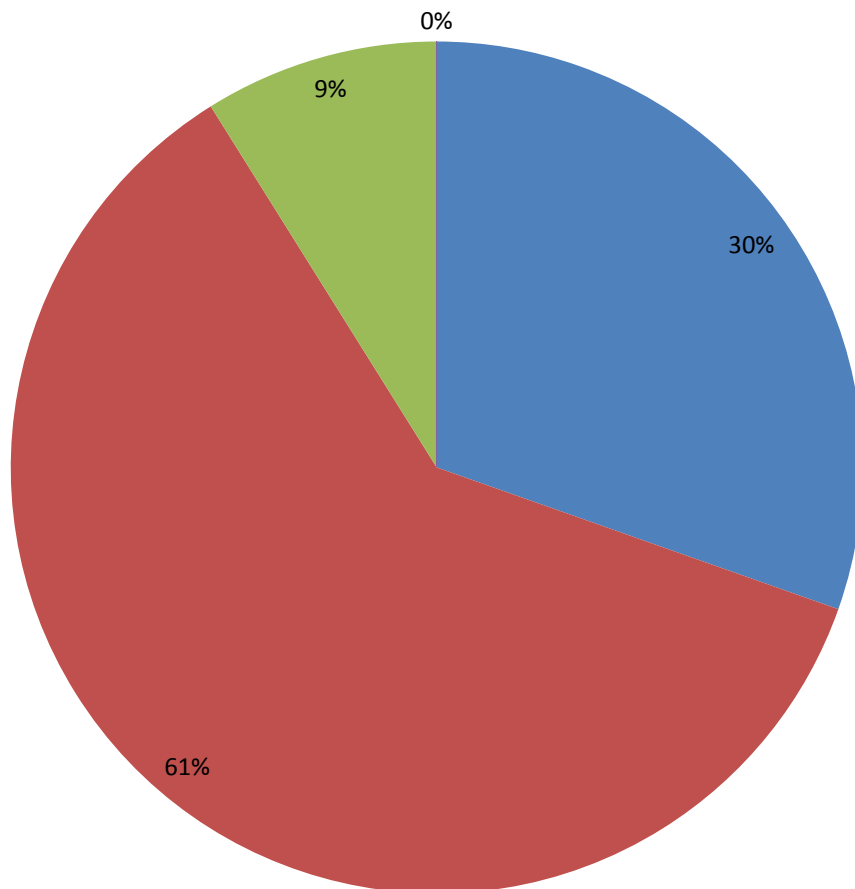
Payments should reflect performance of referee and not just the level of the match, to

encourage quality refereeing.
Referees should only be paid once they reach a certain level, ie Level 2 or hire, other wise the game will attract people/referees for the wrong reasons.
Referee Coaches should also be reimbursed for travel both in & outside the ACT
If you want to improve the quality of the game, then payment is one way to drive professionalism within the referring ranks.
At the elite level where a referee is refereeing professional players I believe he should be paid (so that he is considered the same as the players)
referees used to get free tickets to brumbies home games
discount for Brumbies merchandise would be cool as well.
A Brumbies Entry Card would be fair too. Every Junior Player gets one but their Referee Dads don't.
I believe that the payment should cover their travel expences. A reward for services such as Brumbies membership should be the norm. This is the practice at the Blue Bulls and Western Province.
How much and for what has to be detailed before a definitive answer can be given. From personal experience I have noted Junior referees being paid when the have not shown up. A student of mine related his ability to be paid for more than one match. The administration of the Junior payment scheme has not been rigorous enough to overcome the rorters. Fuel reimbursement is a start.
The concept of match payments would essentially cover more than just travelling costs.
The days of not paying refs are OVER! You can't expect people to put a value on it wiothout some recompense. It is a hard job and that may act as an incentive to get better. It comes with expectations from players and clubs, but that can be managed by only paying on a sliding scale.

**PLEASE INDICATE YOUR LEVEL OF SATISFACTION WITH THE MATCHES  
YOU HAVE BEEN APPOINTED TO IN 2013?**

**Please indicate your level of satisfaction  
with the matches you have been appointed  
to in 2013?**

■ Very Satisfied ■ Satisfied ■ Unsatisfied ■ Very Unsatisfied





**YOU SAID THAT YOU WERE UNSATISFIED OR VERY UNSATISFIED WITH THE  
MATCHES YOU WERE APPOINTED TO**

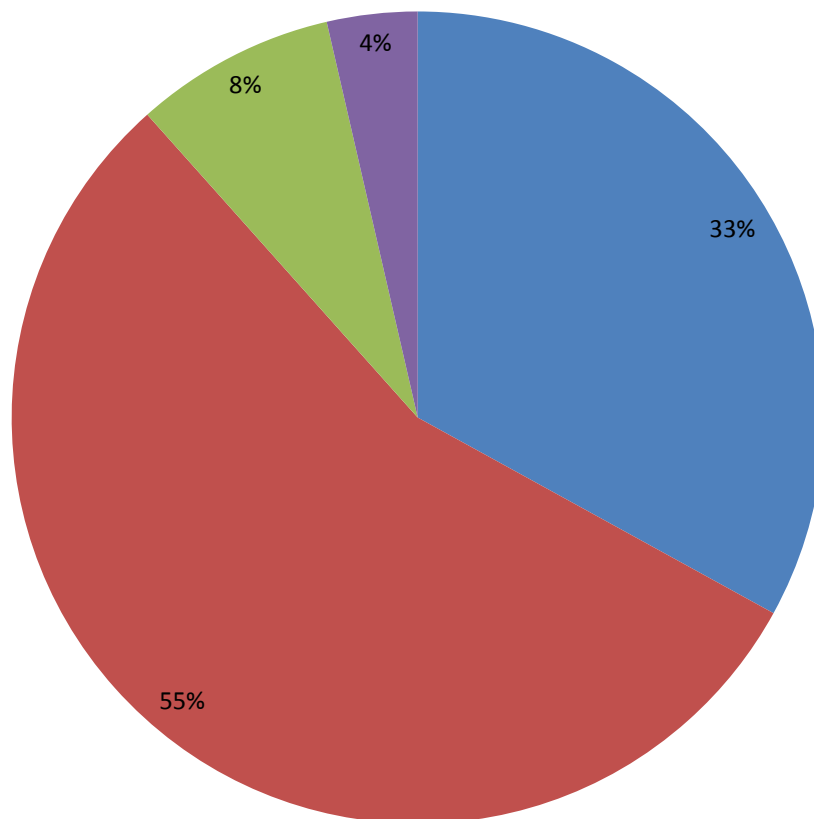
Please explain why and how this could be improved next season?

I was only appointed to 4 games. Regular appointments would allow me an opportunity improve
Was very nervous to do first match and with no support at the match didn't feel confident enough to referee
give more suitable games to where and when
I felt i was wasted and was also appointed to see the same Referee with little time in between sightings
REVIEW THE PROCESS
As the only ref in Goulburn, I was always appointed to games in Goulburn even after expressing a desire to be challenged with games in canberra. I was appointed to a semi only because the ref from the previous week was threatened and was told the match needed somebody with my "personality". I asked to be assessed and graded but this never eventuated.
Level of appointments, level 2 referee who was available for most of the season but did not do one senior game of Rugby. This was discussed a couple of time with the appointment officer with no action being carried out
i indicated that i can reff each w/end in my area but on some w/ends i did not get a game & a reff was appointed to 2 games in the area.
I have limited availability but there were very few chances to do schools matches during the week
For 4 weeks in a row I was available for senior appointments but was only used as a reserve and called if someone had declined their appointment. That was disappointing.

**HOW SATISFIED WERE YOU WITH THE APPOINTMENT NOTIFICATION PROCESS (ie WHEN YOU WERE ADVISED OF YOUR APPOINTMENT FOR THE WEEKEND) IN 2013?**

**How satisfied were you with the appointment notification process (ie when you were advised of your appointment for the weekend) in 2013?**

■ Very Satisfied ■ Satisfied ■ Unsatisfied ■ Very Unsatisfied



**YOU ANSWERED THAT YOU WERE UNSATISFIED OR VERY UNSATISFIED WITH THE APPOINTMENT NOTIFICATION PROCESS**

Please explain why, and how this can be improved next season?

Positive coaching appointments to be made in plenty of time for all categories if necessary ground to avoid duplication .

was too last minute on a Friday evening. Needs to be sorted earlier. I am sure there are a lot of factors at play. So not sure how sorry.

sometimes i got them the night beforehand

This year the notifications where not sent regularly.

Some were not delivered until Friday night. This doesn't give referees or referee parents time to plan travel and playing commitments.

Appointments seem to be issued too late in the week and seemingly not on the same date/time each week. Seems to be too much emphasis on those who are unavailable and giving them till the last minute to make up their mind. Penalise 'unreliable' referees (those who pull out at the last minute or late indicating unavailability) and give opportunities to more reliable referees. A sterner appointing policy is seemingly required.

Senior refereeing appointments were often well timed, coming out early enough and consistently enough to know what to expect. The junior appointments were a disgrace. You cannot leave the appointments to a Friday afternoon. I picked up the same amount of junior games as I did senior games purely because I either happened to be at the ground or I volunteered to referee the game in the knowledge that it wouldn't be filled.

Getting the notification of junior appointments on a Thursday afternoon is just not acceptable. It leaves not time for people who have several commitments to arrange the day. The appointments should be out by Tuesday afternoon to enable people to arrange the day and also to arrange referee to cover unavailable appointments

They always seemed to come out very late in the week, so I didn't know what I was doing until. This made it hard to organise around other things, especially to organise my parents for lift to the ground.

Appointments were communicated too late; sometimes the day before the match

Short notice, late changes

i Didn't get enough appointments to referee any games this year

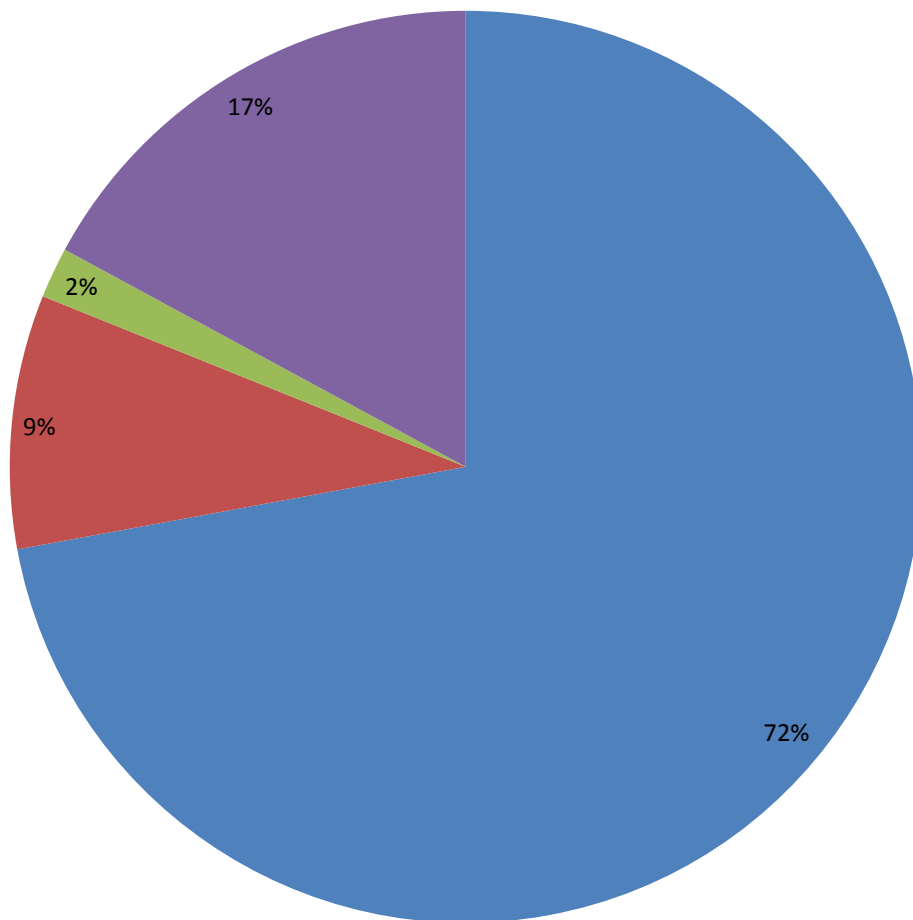
The Junior appointments were often late arriving. The Senior appointments were excellent. A effort must be made to ensure appointments are posted early in the week.

perhaps earlier notice if possible

**PLEASE RATE THE COACHING AND MENTORING ASSISTANCE YOU RECEIVED THIS SEASON**

**Please rate the coaching and mentoring assistance you received this season:**

■ Helpful ■ Made no difference ■ Unhelpful ■ Did not receive any



**YOU ANSWERED THAT THE COACHING AND MENTORING MADE NO DIFFERENCE  
OR WAS UNHELPFUL**

Please explain why and how this can be improved next season?

Long winded rambling, just didn't make sense

I only refereed for a brief period at the start of the season due to personal reasons. Therefore any coaching I did receive, while appreciated, was of limited benefit to me this year. Next year I hope to be able to be involved for the whole season and therefore make better use of referee coaching.

just more people looking around at games

consistency within the referee coaches about basic fundamentals (such as whistling and assistant refereeing positioning)

I was on exchange, so that I didn't have any chances of improving my skills

it would be good to have more mentors available

The coach was rather rude at times and offered minimal improvement tips but rather focused on my inability to run like a normal person. Next season it would be great to have at least two coaches look at you through the season and to be graded so it's not relying on one person entirely.

As a middle aged referee i received very little mentoring or coaching. It appears this was mostly due to lack of available coaches not the commitment of those that where involved.

I really only refereed in Jindabyne so I was never assisted much as at times there were no other refs in attendance. I hope to progress in refereeing this year and ref in othere locations so it would be good to be assessed sometime in 2014.

I didn't see any mentor last season and better communicatioon with admin staff

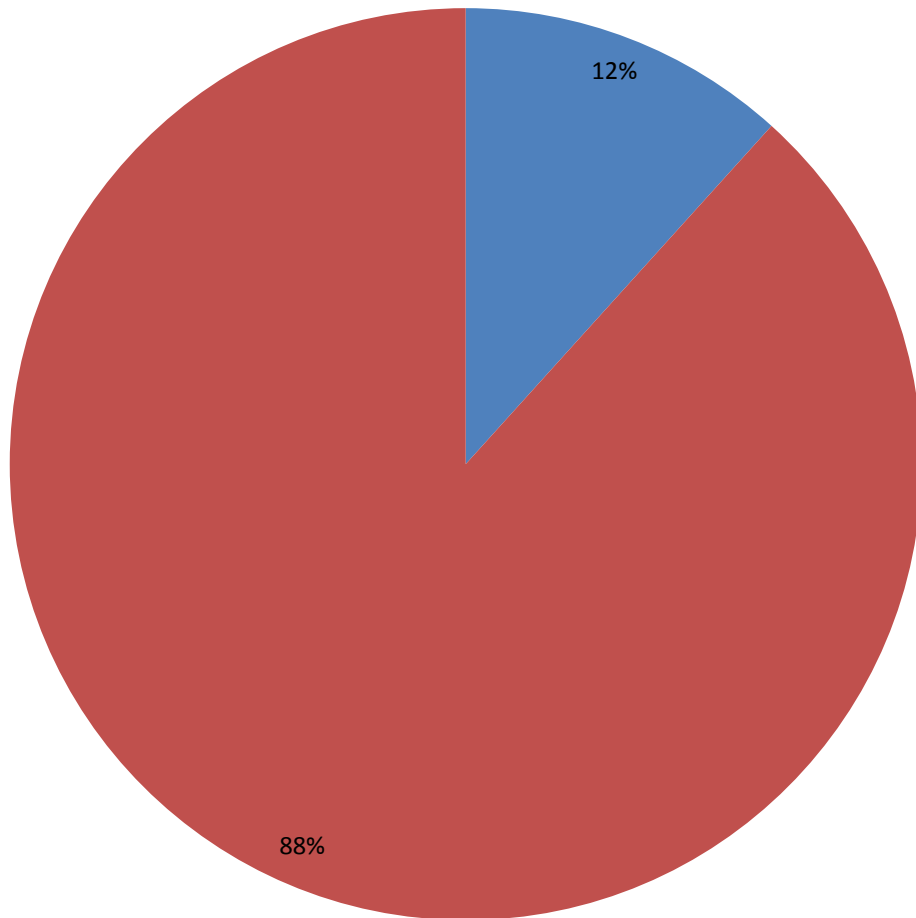
I was corrected on a law by the observer. Unfortunately the observer was incorrect in his knowlege of the Law.

for referee coaches, instead of talking for a long time, choose three or less things for the person to improve on and keep it at that. talking for a long time is unhelpful an the person forced to listen won't be listening as well as they possibly could be.

**WAS THIS YOUR FIRST YEAR OF REFEREEING?**

**Was this your first year of Refereeing?**

■ Yes ■ No

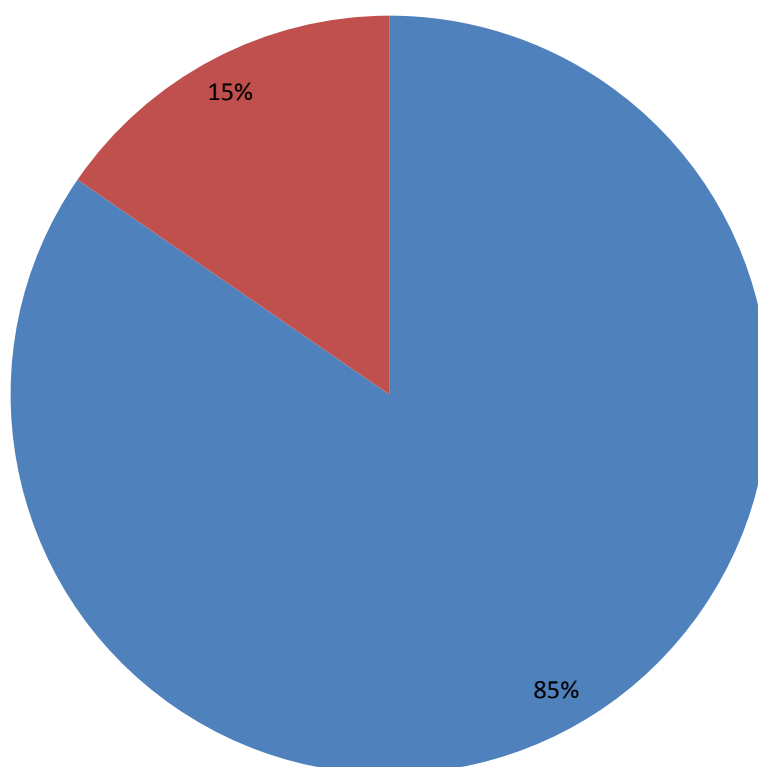


**YOU ANSWERED THAT THIS WAS YOUR FIRST YEAR OF REFEREEING**

Did you feel adequately supported as a first year referee?

**Did you feel adequately supported as a first year Referee?**

■ Yes ■ No



**If you answered NO, please explain why and how this can be improved for new referees next season**

I spoke with Caitlyn about this and she was great, I think the young kids would benefit from maybe some trial matches to referee with a more experienced ref. each kid is different so the more confident kids are probably well suited the way it is done.

i have refereed in Goulburn for two years. and until i started in canberra i had no report, 2012 season i had NO training at all

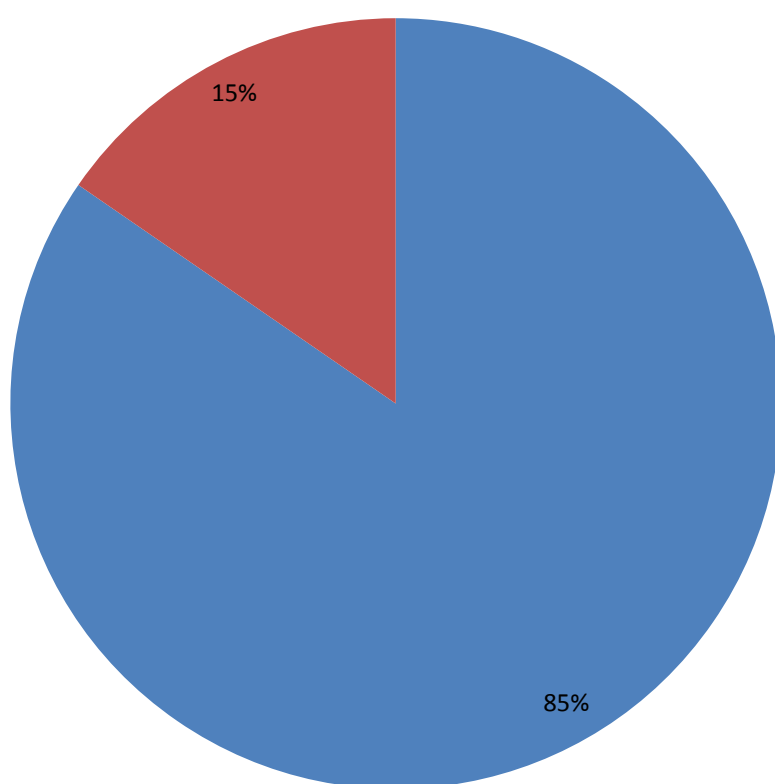
It would have been great to have someone look at a few more games and provide advice

**YOU ANSWERED THAT THIS WAS YOUR FIRST YEAR OF REFEREEING**

Did you feel that you were refereeing the age groups that you were best suited to this year?

**Did you feel that you were refereeing the age groups that you were best suited to this year?**

■ Yes ■ No



**If you answered NO, please explain why and how this can be improved for new referees next season**

I felt that I would have coped with older grades such as U16's

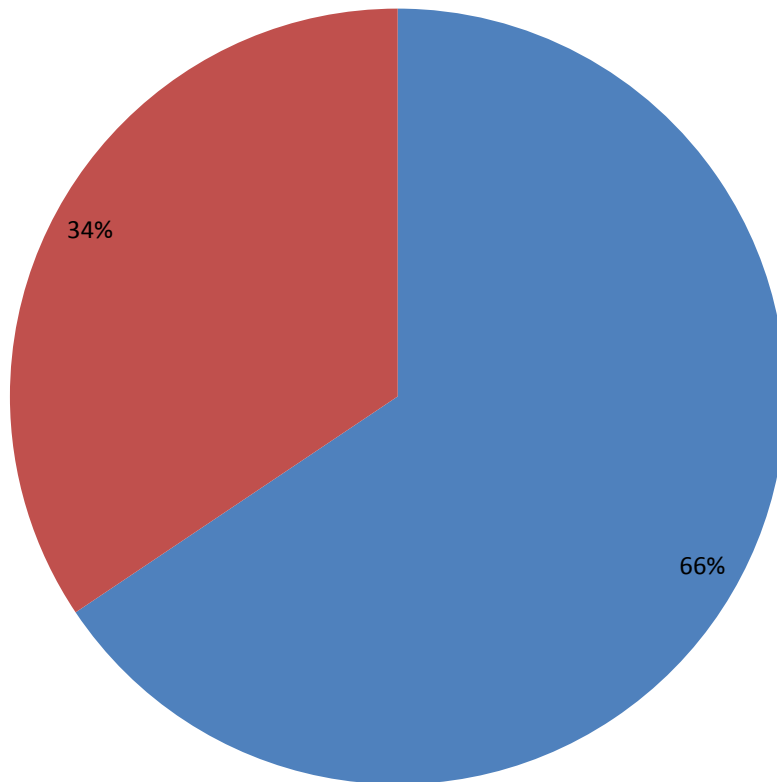
I believe I had the capability of refereeing U14 + games but only was appointed to U11, 12 and occasionally U13 games



**DID YOU MOSTLY REFEREE JUNIOR MATCHES OR MOSTLY REFEREE SENIORS MATCHES THIS SEASON?**

**Did you mostly referee Junior matches or mostly referee Senior matches this season?**

■ Mostly Junior Matches ■ Mostly Senior Matches

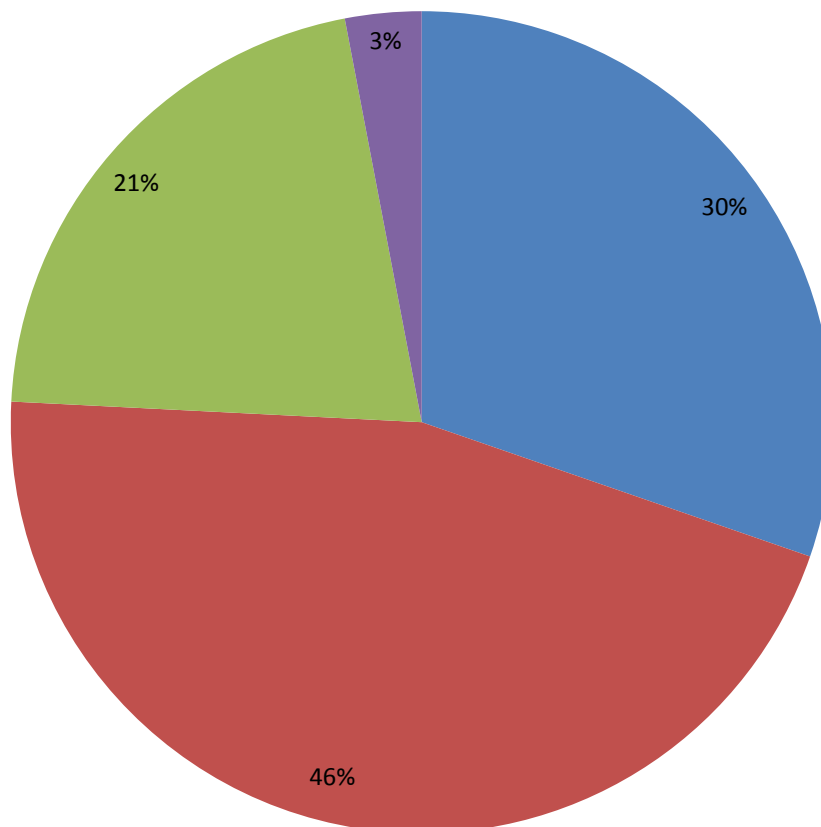


**YOU ANSWERED THAT YOU MOSTLY REFEREED SENIOR MATCHES THIS SEASON**

How satisfied were you with the grading of Senior Referees?

## How Satisfied were you with the Grading of Senior Referees?

■ Very Satisfied ■ Satisfied ■ Unsatisfied ■ Very Unsatisfied



**If you answered UNSATISFIED or VERY UNSATISFIED please explain why, and how this can be improved next season**

Senior refs...level 2 such as myself that are being appointed to equivalent 4th grade / 5th grade games are not really graded very often with regards to moving up, I have found its kind of arbitrary and I might get a look at once or twice a season to see if I should be moved up a notch. This is not sour grapes I really enjoy any game I am appointed to, its just that I have lost 14kgs and am a lot faster and fitter than say 2 or 3 years ago however I kind of feel that you are put in a pool of senior grade level 2 coaches and that is perhaps where you stay. .... Again I don't have any issues but if your after my opinion then grading or review of level 2 / senior ref's should happen a bit more regularly.

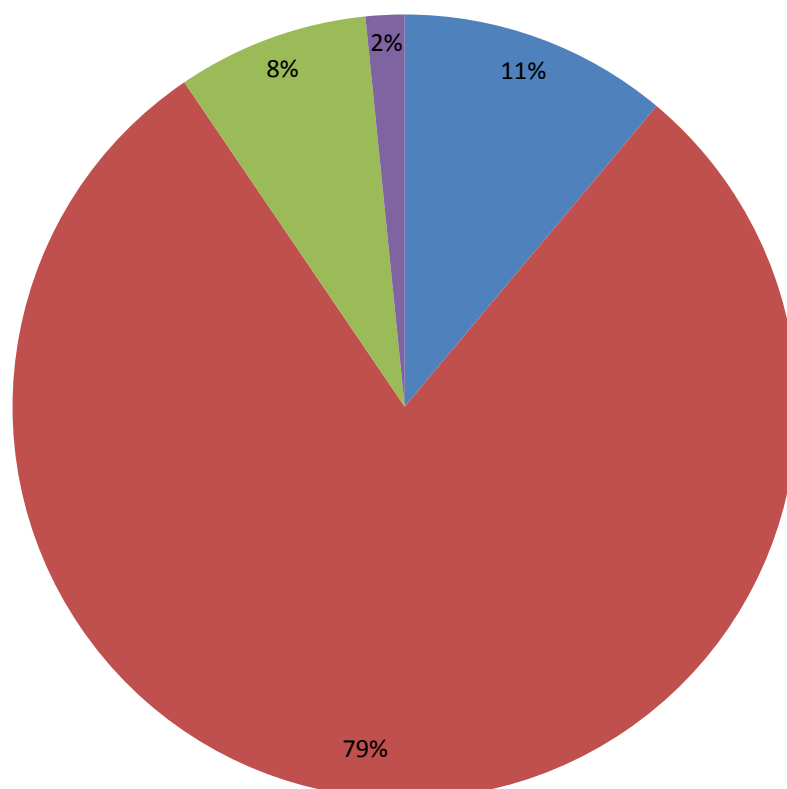
the delay in being seen for field tests now means it has to occur next season
I am satisfied with the grading process. I'm not happy that only a few senior graded referees make an effort to maintain their fitness and referee skills.
Clear and open process.
The coaching and mentoring was very personality focussed and lacked cohesion. Some coaches were extremely helpful, others were unhelpful and were inconsistent with their advice.
Mostly I did women's games
Individual reviews of why the referee isn't in a certain panel and how they can improve to give them direction in their refereeing
Very few reports to do correct grading.
Continuity and consistency I think should be implemented though.
Grading is being done by one or two people without the oversight of enough coaches to guarantee all referees have their case put forward. The grading committee is not broad enough in its number.
Video of games other than 1- colts would enable improvements in the referees that most need it
I was aiming higher and asked what I had to do to get there. Not a very complete answer ie. you are knocking on the door. Hard to know how to do better.

**YOU ANSWERED THAT YOU MOSTLY REFEREED JUNIOR MATCHES THIS SEASON**

How satisfied were you with the grading of Junior referees?

# **How satisfied were you with the Grading of Junior Referees this season?**

■ Very Satisfied ■ Satisfied ■ Unsatisfied ■ Very Unsatisfied



**If you answered UNSATISFIED or VERY UNSATISFIED, please explain why and how this can be improved next season?**

Not applicable with current appointing organisation  
See previous comments

As I explained to Dennis, I was graded from one visit from a coach during which I was extremely sick. I had refereed higher for the past years and was disappointed that I was given a lower level from one judgement. This is only my experience so I'm not sure I can recommend improvements until I have seen another season.

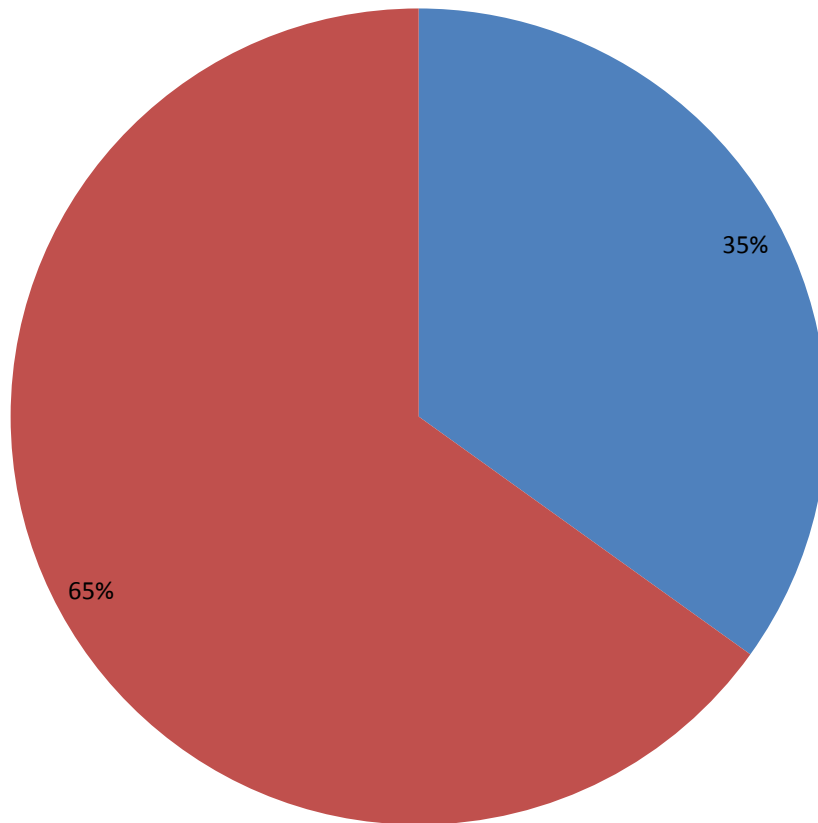
My only point here is that I am not interested in moving into senior refereeing. This is selfish and it is because going from Jnr - Snr involves the bottom end of senior rugby which is just boring to referee. The games are slow, the players are usually old and not as good as they think they are and at least 2 people are just there to have a fight. I like

junior rugby and I think that if I stay there I'm giving them a good level of refereeing that they deserve and that will help them develop.
Never assessed on the standard I could ref.
I am a Referee Coach and so some of these ques are a little difficult to answer.
Several young/new referees I saw had little understanding f the 'art of refereeing'. This needs to be addressed in the courses
I didn't referee enough through official channels and mainly did games where the was no one else available.
From my observations, it did not seem to work where a young school age referee is appointed to referee same age or older people; they are not mature enough to deal with the critasisam and social fallout.
i got games i was happy to do
We're still short of Refs, particularly for "Out of Town" games. Where there isn't a suitably qualified Referee available (JUNIOR matches) for a particular game but there will be one there close to it (EG: qualified for U14's but game is U16's) then rather than tell the Teams concerned that there is no Ref. available & have them chase around like headless chooks, at least offer them the option of the alternative Referee. We too, will only get better by pushing ourselves. This should probably only apply to Adult Referees, not Teenagers.

**ARE YOU A SCHOOL / CIT / UNIVERSITY OF CANBERRA STUDENT?**

**Are you a School / CIT / University of  
Canberra Student?**

■ Yes ■ No

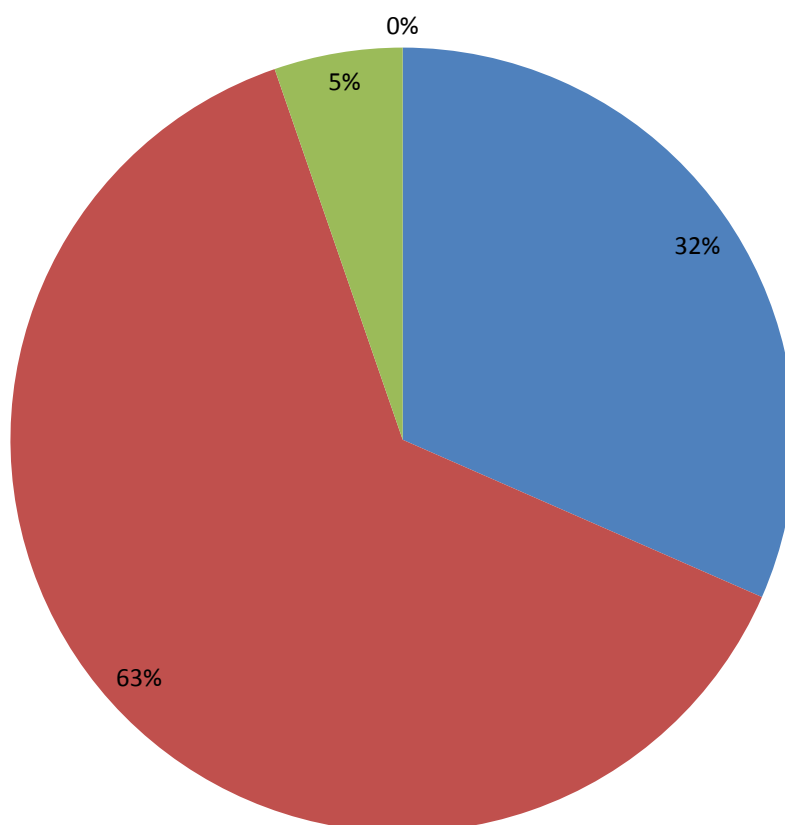


**YOU ANSWERED THAT YOU ARE A SCHOOL / CIT / UNIVERSITY OF CANBERRA STUDENT**

How satisfied are you with the way the student match payments are made?

### How satisfied are you with the way the Student match payments are made?

■ Very Satisfied ■ Satisfied ■ Unsatisfied ■ Very Unsatisfied



**If you answered UNSATISFIED or VERY UNSATISFIED, please explain why and how this can be improved next season?**

Can't answer this was not applicable

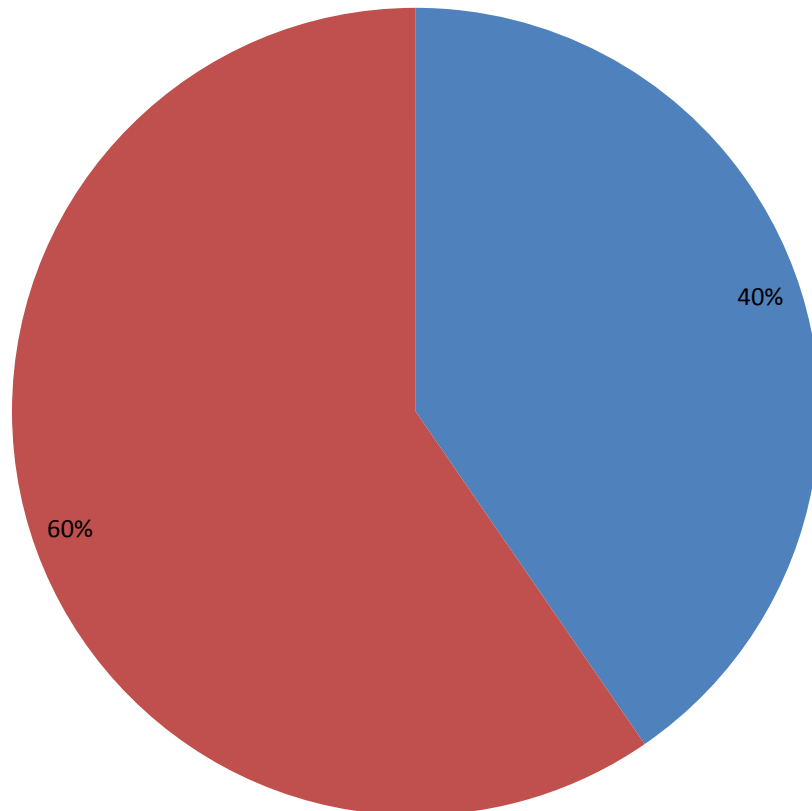
I wasn't paid as I am a part time student

it would be good to receive payments at the start of the holidays.

**DID YOU TRAVEL TO A REGIONAL AREA TO REFEREE THIS SEASON?**

**Did you travel to a regional area to referee this season?**

■ Yes ■ No

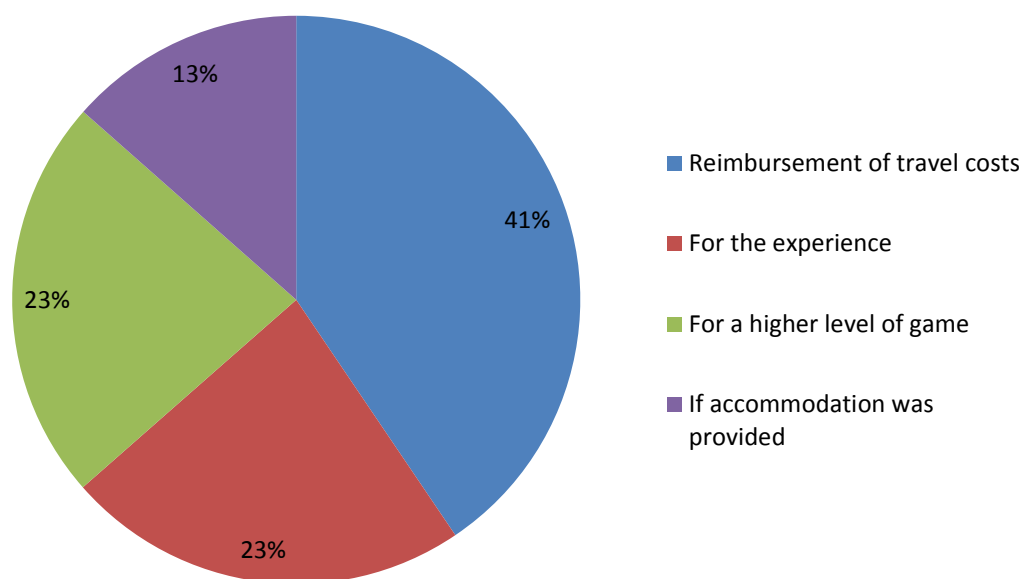




**YOU ANSWERED THAT YOU DID NOT TRAVEL TO A REGIONAL AREA TO REFEREE THIS SEASON**

What would encourage you to travel to a regional area to referee next season?

**What would encourage you to travel to a regional area to referee next season?**



**Other (please specify):**

I would do it if I had most of the day free

i traveled from a regional area to canberra

Travelling from regional area to Canberra. Both ways should be reimbursed. Same distance from Canberra to regional areas. that is presently reimbursed.

I travel as req

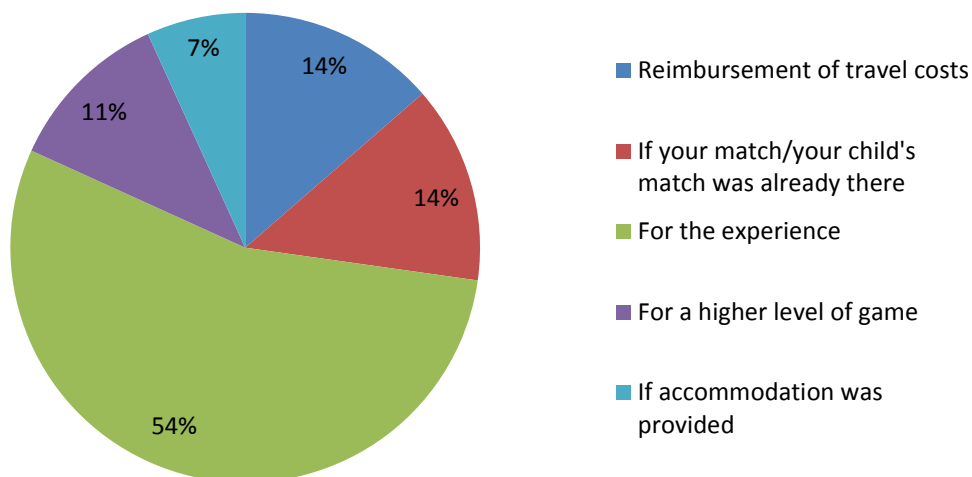
Not available due to weekend limita

Unable to travel due to afternoon involvement with a team. Please note I tried to include this answer as Other but I had to tick one of the above boxes in order for it to accept my answer.

**YOU ANSWERED THAT YOU DID TRAVEL TO A REGIONAL AREA TO REFEREE THIS SEASON**

What encouraged you to travel to referee in a regional area this season?

**What encouraged you to travel to referee in a regional area this season?**



**Other (please specify):**

That's where a game needed a referee

Don't care, I'll go anywhere

as appointed to a game

The game was there. I'm doing it for love not money.

I refereed on the Southcoast as I live there, but travelled to Canberra for one school game

I enjoy supporting regional rugby

Good competition where you as the referee are appreciated.

It was my turn to go. (A fair system where everyone does their fair share of the rural games.))

I live in the regional area!

don't need encouragement

i was listed to do the game

I live outside of Canberra and a regional game was closer to home.

Coaching duties

I live out of town I travel approx two hours to referee .

It was the only senior match I could get.

Happy to go wherever I am required

To get an appreciation of the standard of regional rugby.

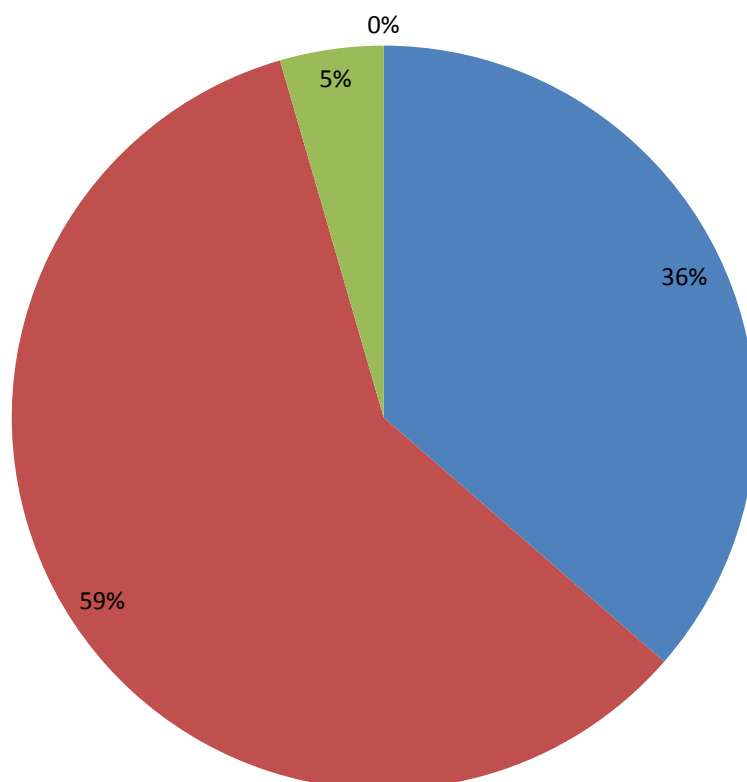
Not enough people will do it, felt obliged to.

**YOU ANSWERED THAT YOU DID TRAVEL TO A REGIONAL AREA TO REFEREE THIS SEASON**

How satisfied were you with the travel reimbursement process this year?

**How satisfied were you with the Travel Reimbursement process this year?**

■ Very Satisfied ■ Satisfied ■ Unsatisfied ■ Very Unsatisfied



**If you answered UNSATISFIED or VERY UNSATISFIED, please explain why, and how this can be improved next season:**

Pls note that this is not applicable as I was given a lift with the Referee coordinator

Travel allowance is insufficient.

I think I actually forgot to claim my travel back...but I'm not complaining. I didn't even realise I would get the reimbursement when I accepted the games.

No issues, costs were covered.

N/A

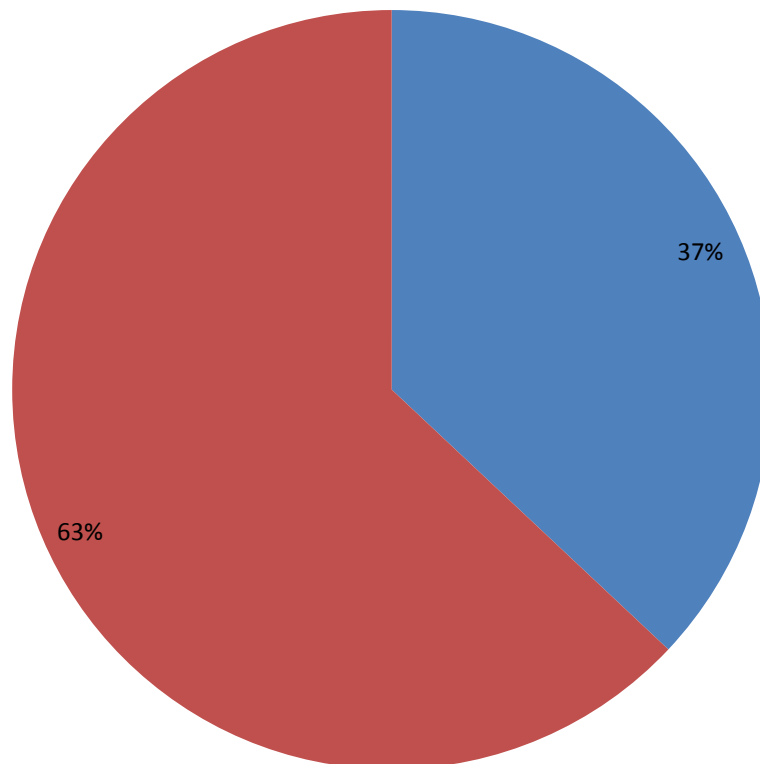
No comment either way

Process was fine, but if referees cannot present required information in a timely manner it should not delay other referees payment

**HAVE YOU BEEN SUBJECTED TO ANY FORM OF REFEREE ABUSE THIS SEASON  
(MAJOR OR MINOR)?**

**Have you been subjected to any form of  
Referee Abuse this season (major or  
minor)?**

■ Yes ■ No

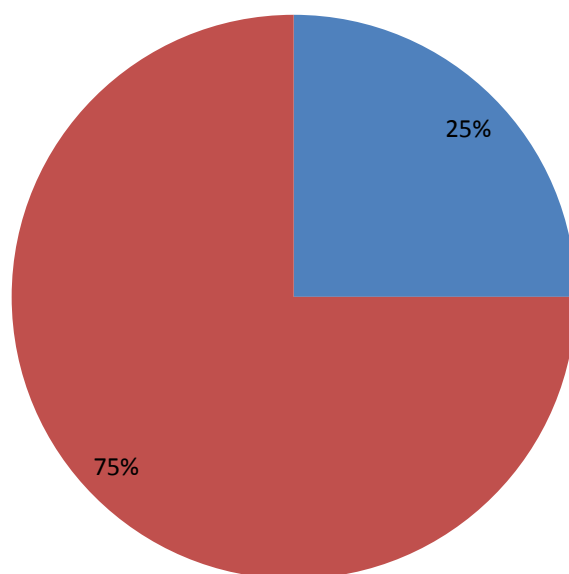


**YOU ANSWERED THAT YOU HAD EXPERIENCED REFEREE ABUSE THIS SEASON**

Did this affect your willingness to continue to referee?

**Did this effect your willingness to continue to referee?**

■ Yes ■ No



**Comments:**

Because no one likes to be abused. And they think we get paid to be there to take it. The public need to understand this is why they so often go without a ref. We need to be respected and appreciated, just like coaches or club officials are. We are volunteers too.

i did not feel confident with the calls i made for a few weeks after, but the referee coach helped

no

But more related to venues. Some are better managed than others, hence the level of abuse varies. e.g. I would prefer not to ref games at Darra - getting worse every year.

It wasn't so much directed at me but at junior officials officiating my child's game. I dealt with the incident and obtained an apology to the junior official.

I am not intimidated by the levels of abuse received, rather, disappointed that some individuals wish to behave this way and spoil our game.

Some days you have to wonder why you even bothered to turn up. It is a sad facet of the game when you get appointed to a game and you're expecting it to happen due to the teams you get. That being said, there are also some people who go out

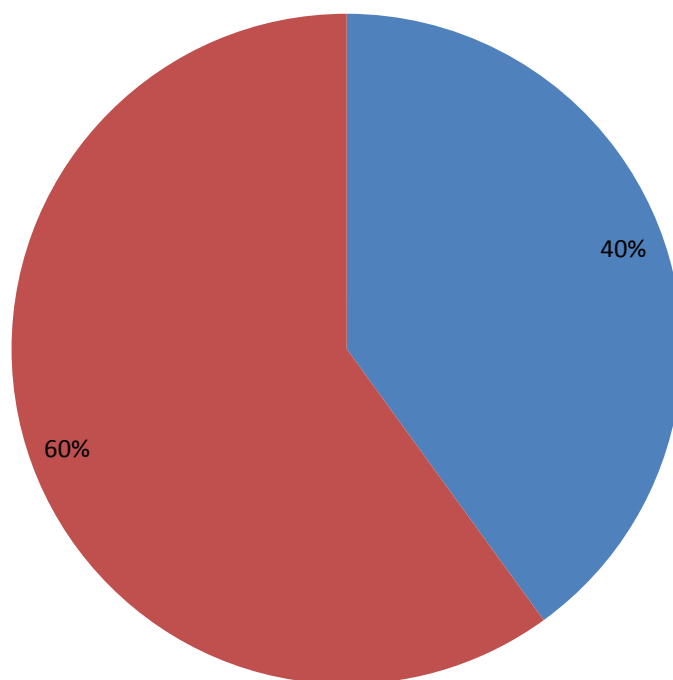
of their way to be friendly. It's the actions of a very few that cause a lot of negative viewpoints of refereeing.
Minor abuse only, not sufficient enough to warrant any action.
Its a case of maintaining control, keep cool and deal with it on a case to case basis.
It didnt effect me what so ever.
I had mionor referee abuse which I handled at the time.
Abused by a spectator after a game. A team official reprimanded the spectator and he left.
It does make you wonder whether giving your time up for 'nothing' is worth it!
There were several minor incidences all caused by "idiots" on the side who should have known better.
I realise that the bloke was a twat, even though he apologised soon after.

**YOU ANSWERED THAT YOU HAD EXPERIENCED REFEREE ABUSE THIS SEASON**

Did you submit a referee abuse report?

**Did you submit a referee abuse report?**

■ Yes ■ No



**If you answered NO, please explain why you chose not to:**

It was too minor to file a complaint

It happened on my school bus - not at the game. It was minor.

It was minor

It was handled by the more senior referee.

I got messed up on an obscure rule surrounding uncontested scrums and free kicks (it's buried in the rules of competition). One of the teams and coaches got very frustrated. The second half became a train wreck. I figured I should just put it down to a learning experience and move on (it was first time in years I've had angst in a game I've refereed)

Hard to ascertain a responsibility, sometimes playing group, sometimes non-appearance of ground marshall, sometimes just the nature of the crowd - often hard to pin point...

Handled it in house with the coaches. Later received an appology after we had researched the correct laws. We all learnt something.

It was delt with on the field (yellow card) and was not serious little more than backchat, player showed remorse by apologising after match

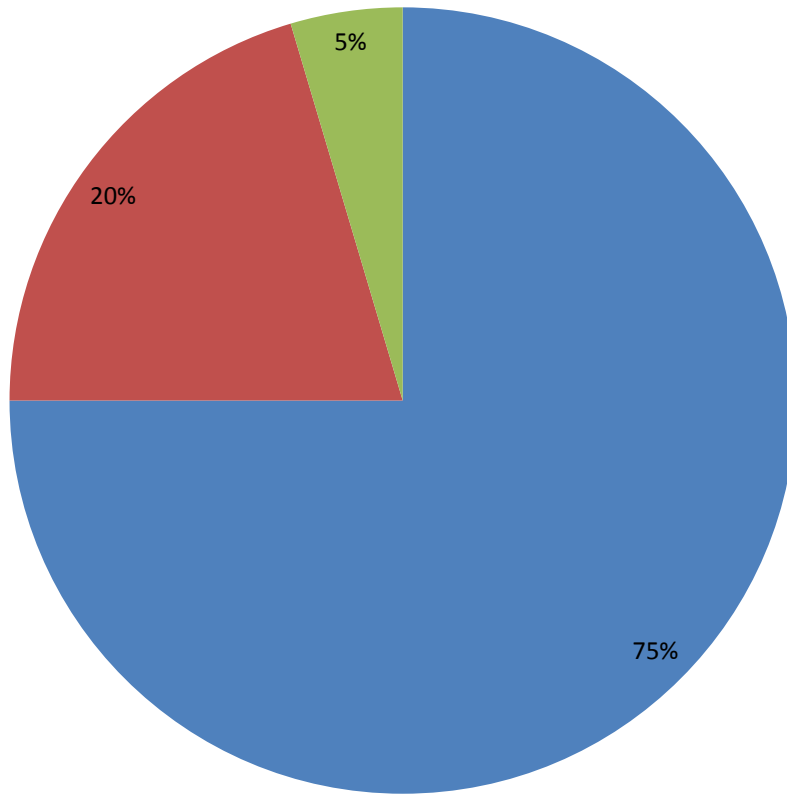
I raised it with one of the coaches present at the uni norths 7's carnival who advised that he would escalate it further to Mark Snow.
Unable to identify players, and the ACT Judiciary are too soft to fork out harsh punishments.
see above
Although I didn't put a form in as it was only minor, I notified ACTRRA about it so they looked into it.
On the occasions a yellow card was sufficient as it was in the lower severity range where no personal or threat comment were made.
The culprit was also a Referee (a Senior one) who was the Coach of one of the Teams. He acted as "Touch-Judge" & Coached his Team from the Side-line as well as offering Refereeing "advice". I opted to manage the situation & spoke to him after the game. I also found myself working with him once or twice later in the season which had been in my mind at the time.
It was minor and I felt it was something I should tolerate. It was more in the form of disappointment/debate from players that I disliked.
Because I thought that the abuse was not very extreme.
I do expect to receive some sort of abuse from spectators and this didn't upset me. In hindsight though I should've reported it.
was handled as part of send off and removal of coaches and spectators forms. handled on the day
It wasn't so much the formal report as it was relatively minor and unsavoury, but I reported the incidents so that the club officials could be made aware and deal with it.
Minor
I wish that I had done.



**ARE YOU INTENDING TO REFEREE NEXT SEASON?**

**Are you intending to Referee next season?**

■ Yes ■ Undecided ■ No



**YOU ANSWERED THAT YOU WERE UNDECIDED OR THAT YOU WERE NOT INTENDING TO REFEREE NEXT SEASON**

Please explain why?

I don't enjoy it.
Only coach if requires
Refereeing interfered with my playing and was sometimes difficult to get to.
Got a job but not sure yet
Liked the ref course but very nervous about being a ref in a real game
Because i'm playing a high level of rugby and i might not have the time.
Recurring knee juries prevent me from training and running
Not sure if I want to Coach again next year
1) Abuse
2) Frustration with QOS being supplied from Brumbies office (timeliness of notification of available matches, and appointments)
I would like to continue with junior coaching next year but i have unresolved health issue.
I am considering taking a break to focus on strength and conditioning coaching.
currently a knee injury is preventing this
I was appointed to so few games this season I assumed I was being told my services are no longer required (I don't think my refereeing is that bad given feedback I get but I respect the system; anyway the game is about the players not pompous officials).
Wont do it just to fill a gap because of shortage of refs in Goulburn. Could play golf instead, there is plenty of room for improvement with my golf swing.
I have a lot of sport as well as school work is really starting to build up
I'm finding the time and financial commitment hard to manage.
Unavailable for work reason, hoping to return to refereeing in 2015.
Travelling
family
Due to me going overseas on a gap year next year, i'm not sure whether i will referee there or just take the year off and refresh for the year when i come back.
My knees are going on me. If they are up for it then I am.....
Difficulty remaining injury free and pressures from home and work making it difficult to devote much of Saturday to refereeing. I often work Sunday as well.
Depends on the circumstances at the time
I just don't really have any idea at all what i will be doing next year rugby wise, this season i didn't really enjoy refereeing as much
The lack of costs reimbursement to senior referees would be the main factor, especially when other codes provide better reimbursements. It's getting too expensive a financial loss nowadays and harder to justify giving up time that costs me \$ (and especially when you cop grief from an unhappy coach/player too)
Increasing family commitments
Want to focus on my own rugby games

**DO YOU HAVE ANYTHING ELSE YOU WOULD LIKE TO MENTION OR COMMENT ON ABOUT REFEREEING IN THE ACT / SOUTHERN NSW REGION?**

No
Training sessions are great and I encourage more to attend
I had a great season refereeing and hope to gain more knowledge and experience in years to come
Keep up the great work !!!
More effort should be made to ensure personnel mentoring is followed up both by referees and coaches
No
No
At present I don't think ACT Rugby appreciates ACTRRA is a fundamental part of the Rugby Community, which they also have to invest in. I think it is more the attitude to work with us that needs to change. This can be reflected by stamping out referee abuse, provide sufficient resources, such as dedicated office personal, and have Clubs actively assist refs at games on the weekends. This has improved over the years, but there is still more work to do. Especially if they want to keep junior refs who are the long term future. No good them complaining that the refs are not up to scratch as if it is solely our problem. They need to work with us on these issues.
It would be good to have access to purchase referee merchandise, like tracksuits.
I believe all clubs involved should nominate and train one referee per team registered. This would create a pool of referees so that no game misses a ref, and it would increase numbers so that there are enough to referee non home games. Also all junior representative players u14 and up should be made to referee junior games to improve their knowledge/skills put something back into the sport that supports them.
I have been very happy with all aspects of refereeing this season.
Unfortunately we don't seem to be getting enough referees and that some people in the office are too busy to support the Referees
<p>1) Payment - it does not motivate me to referee, but covering costs would be appreciated.</p> <p>2) I want to receive more coaching and do better games. The process of being chosen for assessment and progression is not transparent to me - ie I don't know what is required or how this process is done. A common thread in my coaching feedback was that I was handling the games I had very well and was ready for a higher division of game. I would like to understand what is required to get appointed to higher level games.</p> <p>3) The coaching I did receive was excellent. It was detailed and well thought out. I found the coaches were willing to discuss their feedback at length and help me find ways to improve my game. I was particularly impressed that coaches were willing to travel to country games.</p> <p>4) Being selected to a referee a final was a huge thrill. I will referee next year just to try and get that opportunity again.</p> <p>5) Ian Schubert was very good to me. He worked hard to ensure I could do my kids</p>

sport and still get to referee interesting games. His replacement has big shoes to fill.
All the referees should get a match free.
I have tried to answer this survey from my involvement as a referee coach noting that it is mainly aimed at active referees. My binvolvement as a referee coach was only on an ad hoc basis which I am happy to do so next year - filling in gaps where other coaches are unable to attend. This suits my bother committments as I am unable to commit to more regular and structured attendance such as being part of a referee group or "stable"
We need to encourage or even require more senior referees to find time toassist with junior referee coaching.
i enjoy refereeing its fun
I thought the training sessions were valuable and would have attended more if work hadn't interfered so much. Training should continue and lessons on the application of the law are critical
No, all is fine. I think the system is very well run (really). I also think that Whistler email bulletin is a great initiative - well done to the folks who produced it.
I understand there is a distance factor for refs living in the outlining areas, but some processes need to be introduced to show adequate value to these people. Also if the ref is not up to the standard it is best not to sujet him or her to the negativity this can cause. The truth prior to these situations can be of a major assistance and in most cases will help them or us to improve.
Enjoyed being a referee in the 2013 season; looking forward to more seasons and improving my referee skills.
In the southern region (south coast ) more access to referee coaching and support from ACT, ie referee training and information days/nights in our area instead of having to travel to Canberra for everything
This survey should be expanded to incl Referee Coach aspects or have a separate one for us.
More effort seems necessary to convince recently retired Senior referees and not so senior but experienced referees to become actively engaged in and committed to referee coaching. I believe that RCs should have recent/current experience in the middle. It is not possible to coach a referee to first grade and beyond without recent practical experience. Some 'ordinary' referees become very good RCs.
Great support from the Brumbies office.
There needs to be a serious re-structuring of the referee organisation. i would support this becoming a direct part of the Brumbies organisation under some strict criteria. This is not the forum to discuss how.
Shoeey and Dennis both had excellent seasons. Please stop promoting people above their level too soon. Ensure that all rural games are shared equally amongst the referees. It's not fair that some referees back up week after week whilst others get away with it all too easily. Some referee coaches need to be retired
Try and encourage more juniors to take up the whistle!
As attending training in Canberra is tough, an opotunity monthly to have sessions in close proximity to Canberra venues so rural refs can attend. Maybe Braidwood for Syh coast, Cooma for Sth and Yass for west. Just a thought.
no

thanks for the season
Loved it.
We need to actually APPOINT A.R.'s for U16's & U18's games at the very least. The policy of "Don't volunteer as AR unless you've been appointed" is a farce. Until late this season, there WERE NO AR's appointed to U18's games & even as late as R12 there were U18 D1 games with no AR's, let alone the Semi-Finals. I can name 3 Junior Referees who on Gala Days for their school are available virtually all day apart from their own games to either Ref. or AR, but no appointments are ever made. Is this because of \$?
No
I was much impressed by Caitlin's assistance and the camaraderie that infuses the Association.
I hear there's going to be a new appointments chairman, that's good.
No
A more clear pathway for referees starting out. More support in areas outside of the ACT for referees, for example South Coast, where referee numbers are very low.
Perhaps a more formal mentoring/training program??
Great fitness program run by Bret is well received even if it is a hard workout!!
Need to reimburse all refs not just juniors.
using carbon books which lists all players, aru numbers and the offical score is kept by the mangers who sit at halfway together and fill in the book. i willing to sit down and discuss this with both act rugby and act referrees, on how this works and benefits of using this system.
no
Referees don't seem to be considered as part of the wider rugby community.
I've noticed a vast improvement in the last couple of seasons in the administration.
Covered by Post Season Seminar
We need an incentive scheme for Senior Ref (ie appointed to games in Sydney if you are at a high enough level.
The lack of video facilities for games slows progression if Easts doesn't have colts videoing the 3rd grade game would be an excellent tool to advance referees
I think Dennis' proposal for match payments seems quite reasonable and thought out. I think payments should be low to keep registration costs down on players but acknowledge the costs to referees in travel.